

October 27, 2016

Executive Evaluation/Superintendent Search Sub Committee Meeting

The meeting was called to order at 9:40.

Sub-committee members present: E. Bonnie Silvers, chair; Kristen Sparhawk, Marcella Bush, Fran Lartigue

Admin: David Hastings

The minutes of the previous meeting were approved unanimously.

Superintendent's progress towards goals

Mr. Hastings asked for guidance from the committee about what they were looking for in making a transition plan to the next superintendent. They suggested that in many ways it was for the administrative staff left behind to carry forward procedures and memory to help the new person acclimate. Through discussion they suggested at the very least preparing some sort of document alerting the next superintendent of important elements of both the external political climate of the school and the internal relationships and culture. Ms. Sparhawk also noted that she thought it was important for him to identify any in-process initiatives and take steps to see that they continue without him.

Mr. Hastings also noted that he and his top administrators were looking at major re-organization in face of large expected budget issues in the coming year. He said frankly they were looking at needing to let staff go. The committee showed general support of this and encouraged Mr. Hastings in his effort to address it early and honestly.

Listening/focus groups dates:

Ms. Silvers proposed the following dates for the listening/focus groups that Ms. Dowley would run as part of the superintendent search process.

Mon Nov. 14, 6 – 7:30 for parents

Tues Nov. 15 6 – 7:30 – civic leaders

Wednesday 9:30 – 11:30 leadership team, 12:45- 1:30 students

Members of faculty and staff 3:15 – 4:30

Thursday – School committee meeting

Ms. Lartigue suggested that Mr. Hastings should be interviewed by Ms. Dowley too about what is needed in the next superintendent. The committee was in agreement and Ms. Silvers said she would inform Ms. Dowley.

Ms. Lartigue moved that the dates be accepted as proposed, Ms. Bush seconded and it was approved unanimously

Update on Search

Ms. Silvers told the committee that actually an ad in Edweek would cost \$1800, significantly more than they thought. Ms. Lartigue moved that we not put an ad in there after all. Ms. Bush seconded. After some discussion about the questionable value of one ad in this publication, the committee agreed unanimously.

Next Ms. Silvers asked if the committee would be in favor of spending approximately \$700 to send a snail mail advert (the PDF) using the MASC database to approximately 1400 administrators in Massachusetts. Ms. Lartigue moved in support of this, seconded by Ms. Bush and it was approved unanimously.

Ms. Lartigue moved that the committee reverse its earlier decision and not include the salary range in the ads being published. Ms. Sparhawk seconded. Ms. Lartigue explained that Mr. Hastings had discovered that almost all ads on the MASC site for superintendent vacancies did NOT include a salary range and the previous arguments seemed invalid in support of putting a number. It was so voted unanimously.

Ms. Sparhawk made a motion to approve the latest draft of the downloadable PDF being used to advertise the position and give district information. This was seconded and approved unanimously. It was noted that the website's info needed to be appropriately updated to match that on the PDF.

No further meeting was scheduled since it must take place after the full school committee re-organization.

The meeting adjourned at 11:15